

I. INTRODUCTION

This position is located in a Field Office of the Fruit and Vegetable Division, Fresh Products Branch, Agricultural Marketing Service. The incumbent is responsible for grading and inspecting an extensive range of fruits and vegetables at various terminal market sites such as warehouses, railroad sidings, packing plants, and similar facilities. Assignments may also involve details and/or reassignment to a different geographical area as determined by management.

The grader is responsible for the examination and evaluation of fresh fruits and vegetables to determine their official U.S. grade and acceptability in terms of quality and condition in accordance with official standards and related regulations.

II. MAJOR DUTIES

Selects representative samples from product lots in accordance with prescribed sampling procedures and plans.

Inspects the products to determine quality, condition, and/or compliance with stated contract specifications. Typically, this requires considering such factors as:

- product size, shape, color, and similar quality factors;
- product maturity, firmness, breakdown or decay, bruising, and similar condition factors;
- quantity, packaging, or similar conditions which are common in contract specifications.

Prepares inspection reports based on results of examination of product. This is done through application of official grade standards or contract specifications to determine product's grade and/or condition. Directly issues the certificate. When necessary, explains determinations to appropriate industry employees.

III. FACTORS

Factor 1. Knowledge Required by the Position Level 1-6, 950 points

Knowledge of the official standards and regulations, of pertinent product characteristics, and of product defects as applied to a variety of products.

Knowledge of transportation, storage, and handling practices insofar as they may be causes of product defects, and as applied to an extensive variety of products.

Skill in inspecting and grading an extensive range of distinct products and in establishing and maintaining interpersonal relationships with industry personnel.

Factor 2. Supervisory Controls Level 2-3, 275 points

The grader normally receives assignments from the Officer-In-Charge or the assistant, who defines the assignment objectives and determines the work priorities.

The grader completes the operational steps necessary to accomplish the work. The grader handles the wide range of products normally encountered, making all decisions relating to grade interpretation, referring only those highly unusual cases to a supervisor.

The work receives only a general review for conformity to established policies and procedures. Occasional checks on technical accuracy and completeness are performed by a supervisor while inspections are being made.

Factor 3. Guidelines Level 3-3, 275 points

The primary guidelines are the official grade standard, agency instruction manuals, and supplemental technical and administrative directives. Also available are physical models and visual aids on a great number of products.

The employee selects and applies appropriate guides independently. The grader often makes decisions under time pressures brought about by the movement of perishable items in the marketing channels. The grader applies the full range of guidelines available for use.

Factor 4. Complexity Level 4-3, 150 points

The work involves the direct inspection and grading of an extensive range of products. Consideration must be given to the varied types of defects which can occur and the identification of same. Compliance or noncompliance with a number of distinctly separate contract specifications are often determined.

Factor 5. Scope and Effect Level 5-3, 150 points

Assignments involve making final grade and condition determinations and directly issuing certifications. Such determinations affect the product's price and/or acceptability in relation to contract specifications. Both factors affect the financial interests of buyers and sellers.

Factor 6. Personal Contacts Level 6-2, 25 points

Contacts include employees and managers of firms involved in fresh fruit and vegetable marketing such as receivers, vendors, brokers, and shippers.

Factor 7. Purpose of Contacts Level 7-3, 120 points

The purpose is to promote and maintain cooperation and suitable working relations with persons in the industry by explaining the agency program and resolving conflicts. This includes explaining grade or condition determinations. Schedules grading and inspection services in cooperation with industry personnel.

Factor 8. Physical Demands Level 8-3, 50 points

The work requires periods of considerable physical exertion such as lifting heavy cartons and crates (often over 50 pounds); climbing into boxcars and trucks; and moving, crouching, and crawling in cramped areas.

Factor 9. Work Environment Level 9-2, 20 points

The work environment includes exposure to adverse, outdoor weather, working in refrigerated areas, and exposure to fumes and odors from coolants.

Total points - 2015

